

Neil Mogerley
3056 Riviera Drive
Key West, FL 33040

August 1, 2020

Josh Arneson
Town Manager
P.O. Box 285
203 Bridge Street
Richmond, VT 05477

Dear Mr. Arneson,

I am writing in response to the opening for the Chief of Police position for the Town of Richmond. I strongly believe that my experience in the last 16 years working as a Police Officer and for the U.S. Coast Guard as well as my professional and personal attributes make me an ideal candidate for this position.

Throughout my career, I have gained vast experience in all aspects of police work from the investigation of criminal matters, writing and serving warrants, traffic safety, and motor vehicle enforcement. I am thorough in my investigations and strive to complete cases in a highly efficient and timely matter. During my career, I have been a field training officer, drug recognition expert, and special response team member.

One of the major areas that I focus on in my police work is in community policing. This would continue to be my focus if I am selected. I believe that Police Officers should always be actively getting to know the community they serve. This also creates a greater level of trust between the public and the police officers. I would also ensure the Richmond Police Department was very transparent with the citizens of Richmond. I would make sure there would be regular meetings where community members can meet with the police department and discuss the needs of the town.

During my time spent enlisted in the U.S. Coast Guard, I served in a leadership position for over six years. I was a supervisor in the engineering department and supervised the duty section I was assigned to. Some of my tasks were the budget for the department, training, creating and planning work lists and tasks, scheduling, along with other administrative duties. I was constantly involved in training new members and helping members advance. I planned and organized search and rescue missions, and lead law enforcement missions. I believe the Town of Richmond would benefit from my strong leadership and troubleshooting skills when dealing with employees, difficult cases, and difficult situations.

I have lived and worked as a Police Officer in Vermont prior to moving to Florida. I have been looking at relocating back to Vermont for the rest of my life, and this would be a great

opportunity to serve the citizens and community of Richmond. Relocating would be an easy transition as I have several family members that live close to the Town of Richmond.

Enclosed is a copy of my resume and letters of recommendation to provide you with details of my skills and achievements. I would greatly appreciate an opportunity for a personal interview to explain further my qualifications and contributions I can provide to this position.

Thank you for your time and consideration. Please do not hesitate to contact me if you have any questions.

Sincerely,



Neil Mogerley

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Work Experience

Key West Police Department | Key West, FL | March 2017–Present

Patrol Officer, Special Response Team Member (S.W.A.T.), Drug Recognition Expert, and Field Training Officer.

Responsibilities: Providing public safety by responding to calls, enforcing criminal and motor vehicle laws, maintaining community relations, and protecting the people and property within the area.

Stowe Police Department | Stowe, VT | December 2013–March 2017

Patrol Officer and Drug Recognition Expert.

Responsibilities: Providing public safety by responding to calls, enforcing criminal and motor vehicle laws, maintaining community relations, and protecting the people and property within the area.

Middlebury Police Department | Middlebury, VT | September 2009 – April 2013

Patrol Officer

Responsibilities: Providing public safety by responding to calls, enforcing criminal and motor vehicle laws, maintaining community relations, and protecting the people and property within the area.

Vergennes Police Department | Vergennes, VT | August 2010–December 2013

Patrol Officer

Responsibilities: Providing public safety by responding to calls, enforcing criminal and motor vehicle laws, maintaining community relations, and protecting the people and property within the area.

U. S. Coast Guard

U.S. Coast Guard Cutter Acushnet | Ketchikan, AK | May 2005–May 2007

Rank: Machinery Technician 3rd Class

Responsibilities: Performed tasks including maintenance and repair on the following machines: outboard gas engines, internal combustion engines, and diesel generators. Acquired knowledge in fields such as electrical and electronics, heating, air conditioning, and plumbing.

U.S. Coast Guard Station Burlington | Burlington, VT | May 2007–August 2010

Rank: Machinery Technician 2nd Class

Responsibilities included: planning and conducting search and rescue missions, law enforcement operations and patrols, training new personnel and assisting subordinates with advancement to higher rank, creating work lists and daily tasks, budget spending and procurement, and supervising several members in the engineering department.

Skills & Training

Full Time Police Academy | Spring 2012 | Vermont Police Academy

Part-Time Police Academy | Fall 2009 | Vermont Police Academy

Drug Recognition Expert (DRE) | International Association of Chiefs of Police

Interview and Interrogation course | Northeast Counter Drug Training Center

Interview and Interrogation course | John Reid and Associates

Advanced Interview and Interrogation course | John Reid and Associates

Use of Force and Tactics Instructor | Vermont Police Academy

Pro Active Criminal Enforcement | Vermont Police Academy

Basic Special Weapons and Tactics School | Key West Police Department

Advanced Roadside Impaired Driving Enforcement | Vermont Police Academy

Gang Awareness Training | Vermont Police Academy

Investigation for Domestic and Sexual Violence Cases | WomenSafe

Outlaw Biker Gang Training | Florida National Guard Counterdrug Training Program

Police Ethics and Police Liability | Public Agency Training Council

Coast Guard Boarding Officer | Maritime Law Enforcement Academy at the Federal Law Enforcement Training Center

Leadership and Management School | U.S. Coast Guard

National Incident Management System | Department of Homeland Security
Emergency Medical Responder | Vermont EMS

Awards

Life Saving Award | Key West Police Department
Chief's Commendation | Key West Police Department
Employee Commendation | Stowe Police Department
Chief's Commendation | Middlebury Police Department
Employee of the Quarter 2009 | U.S. Coast Guard Station Burlington
Letter of Commendation | U. S. Coast Guard Cutter Acushnet

Education

Morris County School of Technology | Denville, NJ | September 2002–June 2004
West Morris Central High School | Chester, NJ | September 2000–June 2004

References available upon request

Strategic Plan Exercise

Richmond Police Chief Applicant

Neil Mogerley

3056 Riviera Drive

Key West, FL 33040

2020 Richmond Police Chief Strategic Plan Exercise

The size of the current Richmond Police Department. Since the technology has advanced in the police world, it makes it easier for Officers to work in smaller spaces. Officers can type reports and affidavits on laptops in their police cars. Eliminating the need to sit inside an office space. This is also a benefit to the community policing side, as officers would be seen more in the public rather than hidden inside an office. Offer a take-home car program where Officers can store all their belongings in the vehicle. This would eliminate the need for lockers in the office. This would also help police cars last longer as they are driven by only one Officer and not rotated and driven every shift. Furthermore, officers would be held accountable for their assigned vehicles and maintenance, thus saving on costly repairs. Update equipment, furniture, and the building as the budget allows and research grants to see what is available to help offset costs.

Community Policing. This will be the main and most important focus of the Richmond Police Department. Officers will be expected to stop by and attend events, sporting games, and businesses in the area to engage with and talk with the community members. Social Media will be used to keep the public informed with departmental happenings and updates on police investigations in the Town of Richmond.

Main goals of Community Policing:

- 1) Building a better partnership between the citizens of Richmond and the Richmond Police Department.
- 2) Open communication
- 3) Public trust
- 4) Officers are extremely visible and interacting more with the public during their shifts.
- 5) Reduce crime
- 6) Have the community not fear the police department but think of the Officers as their friends.
- 7) Encourage Police Department members live in the Town of Richmond.
- 8) The public feels more invested in their communities, as they feel more emboldened and empowered to report crimes and/or anti-social behavior.

Recent demands for a change in policing. The tragic event of the killing of George Floyd is an incident that should never happen again. There are several changes I would make that would help the Richmond Police Department.

I would develop a citizen review board that would assist in reviewing police use-of-force incidents, internal affairs investigations and complaints from the citizens. I would set up a training for the board members to attend a training at the Vermont Police Academy with use-of-force instructors, so they would also understand how police are trained in use of force and what

would be an acceptable/justifiable use of force used in each situation. This would increase the transparency of the department and the methods used to investigate allegations of misconduct and use-of-force incidents, further building trust between the community and the Officers.

I would send Officers to the Vermont Police Academy to become certified instructors in use of force tactics. This would put Officers at the highest level of training offered. This also would bring training in-house and give the department the ability to train more often and go above the required amount the state requires.

Community engagement

- 1) Coffee with a cop program
- 2) Monthly open houses where community members can come in and talk about ongoing issues in the Town of Richmond.
- 3) Making sure Officers and myself are always available to talk and meet with anyone.
- 4) Develop a list of emergency contact information for business and property owners in case we ever need to get hold of a property owner if there is an emergency or alarm at the property in town.
- 5) Ensure events like Halloween are well-staffed and Officers are present to ensure the community is safe.
- 6) Make sure Officers are patrolling high crime and problem areas.
- 7) Encourage all members of the community to attend ride-alongs with on-duty Officers to get a first-hand look at the challenges they face daily.

Partnership with Howard Center and Community Outreach Program. This would be an excellent partnership with the Police Department. Develop advanced training for Officers to attend to better train them in dealing with mental health, drug addictions, suicidal persons, and other crisis situations. Ensure Officers conduct follow-ups to check on the person after the call is over and offer help and guidance. Work with the State's Attorneys Office to offer rehabilitation programs to personal use drug offenders in lieu of charges and jail time to help stop the revolving door cycle of repeat offenders, who might benefit from rehabilitation programs. Send Officers to negotiator and de-escalation training to help reduce use of force incidents.

School Resource Officer (SRO). This is an excellent position to have in the school system. The position provides safety to the students, a positive community role model, a mentor, and many other benefits.

- 1) I would make sure the SRO has the most up-to-date training.
- 2) Create a mentor/tutoring program where the SRO or other Officers can get involved in helping youth falling behind.
- 3) Encourage the SRO or any other Officers who may wish to help coach sporting teams and other school groups.

- 4) Make sure the SRO position is filled by an Officer who will spend their career in the position. This would be beneficial, so the students get to personally know the Officer during their time in the school system.
- 5) Offer the SRO to teach classes.
- 6) Meet with the school administration and parents to see if they would want the DARE program implemented in the school system.
- 7) Ensure that SRO keeps in touch with parents and offers regular meetings with them.

Coverage if the Richmond Police Department is not available. Contracting out with State Police or Chittenden County Sheriff's Department. Also have Officers be on call if they are available. If selected for this position I would be residing in the Town of Richmond and would make myself available as much as possible. I will make sure officers always call me if they need assistance or help in a situation.

Call Volume Data. The current dispatch system can provide data to what time and days of the week are the busiest. Meeting with neighboring agencies to see what they are experiencing in their towns for call volume. After the data is acquired, create the work schedule to ensure adequate coverage is provided to the citizens of Richmond. Utilize traffic safety grants to pay Officers to work during the traffic rush hour periods.

Retaining and morale of Officers. Both Retaining and moral of Officers go hand-in-hand. Officers who are happy tend to stay at their current jobs longer. There are a lot of things that can be done to make sure the department has a high level of morale.

- 1) Ensure all department members are treated fairly.
- 2) Empower officers to make decisions and be accountable for their decision.
- 3) Offer as much training as is available (there is a vast amount of training that is free and would not impact the department's budget).
- 4) Implement and develop an award and employee of the quarter program. This would show that the department cares and acknowledges the work the Officer does, leading to an Officer that feels appreciated for what they do.
- 5) Have department morale days, where members and their families can go hiking, boating, have BBQs, and various other activities.
- 6) Host an end of the year/holiday party.
- 7) Make sure I always have a positive and enthusiastic attitude. Supervisors attitudes tend to get passed on to the personnel they supervise.
- 8) Applying for highway safety grants that can be available for Officers if they want to conduct traffic patrols for overtime.
- 9) If the budget allows, offer incentives for education, training, and bilingual Officers.

Recruitment This will be done by the following:

- 1) Attending career fairs at colleges
- 2) Offer ride-along program and open houses to people who were interested in becoming Police Officers.
- 3) See if a local college student would be interested in helping the police department with creating a recruiting video.
- 4) Offer an internship program to criminal justice students.

Insight into drug investigations, de-confliction, case management, informant management.

- 1) Work with Vermont drug task force and neighboring agencies to help provide more resources.
- 2) Offer low level criminal infractions the chance to become an informant.
- 3) Have Officers provide updates on case projects.
- 4) Ensure Officers involved in drug investigations have completed a DEA training or advanced training in drug investigations and handling informants.
- 5) Review all cases after Officers submit them for approval.
- 6) Ensure Officers are conducting follow-up investigations and working with other members of the department to help solve and complete cases.
- 7) Keep the public up to date on investigations by using social media, conducting press releases with news and radio stations.
- 8) Use dispatch system to follow and provide case management.

Other tasks I would perform during the first 90 days:

- 1) First item would be to meet with the employees of the Richmond Police Department and get to know them. This would be an ideal opportunity to establish my expectations, in addition to discovering areas where the department may be deficient or could use improvement. Sit down with Officers and develop career plans and see what goals they have for their career.
- 2) Meet with area Police Chiefs and introduce myself and build a working relationship/partnership with them.
- 3) Meet with the State's Attorney's Office and introduce myself.
- 4) Read policies and procedures and make sure they are up to date.
- 5) Get up to date on current cases and investigations.
- 6) Create the budget for the upcoming year and see where savings can be made.
- 7) Research grants that can help offset budget costs.
- 8) Audit evidence storage and ensure that it meets Vermont and Federal standards.
- 9) Review employee training records and make sure they are up to state standards on training.
- 10) After a few weeks in the department hold an open house where the public can come and meet members of the department and myself.
- 11) If not fully staffed, work on recruiting and filling openings.
- 12) Develop a five-year plan with future goals for the Richmond Police Department.
- 13) Evaluate the past year of calls and cases to ascertain if there are high crime locations and times, and develop a plan to lower crime and make the community a safer place.
- 14) Inventory all department equipment supplies.